

UNITED CHURCH OF CHRIST  
**LOCAL CHURCH PROFILE**

Plymouth Church UCC  
Milwaukee, WI

Senior Pastor

Wisconsin Conference of the UCC

[4.24.2020]

**LOCAL CHURCH PROFILE CONTENTS**

- ☐ Position Posting
- ☐ Who Is God Calling Us To Become?
- ☐ Who Are We Now?
- ☐ Who Is Our Neighbor?
- ☐ References
- ☐ Consent and Validation

*“God is able to provide you with every blessing, so that  
having all sufficiency in all things at all times,  
you may abound in every good work.”  
(2 Corinthians 9:8)*

## INSTRUCTIONS

The new Local Church Profile supports the calling and discernment of United Church of Christ congregations with their current or future pastoral leadership.

For many congregations, the interim time between ministers is an intentional season that is guided in part by the preparation of a Local Church Profile. Using the Profile, the church can discover its data and express its story for the reliable discernment of a search committee and the beginning of a new pastorate. Searching ministers will want to see this document in its entirety.

The interim season is not the only time in a church's life when it's valuable to give attention to explore a congregation's vocation. Three sections of the Local Church Profile – WHO ARE WE NOW, WHO IS OUR NEIGHBOR, and WHO IS GOD CALLING US TO BECOME – are meant to be updated every 3-5 years. Known together as the "Discovery Document," these three sections can be completed by a visioning group, a governing body, a transition team, or other group – not just the search committee – in order to draw forward the gifts and imaginative possibilities of a congregation. The church's engagement with the "Discovery Document" might not have the same sequence as the completed Local Church Profile that is read by candidates.

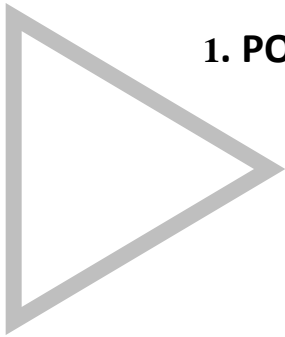
Some questions are easy to answer. Some are not so easy. Prompts are provided to stimulate narrative response if needed; these italicized prompts are merely examples from which to choose or to inspire your own. Efforts to answer the questions will prompt conversations and explorations and story-tellings and many prayers. As the Spirit moves throughout the process, congregations will shape a collective articulation of Christ's leading (WHO IS GOD CALLING US TO BECOME). This last question to be answered becomes the first section to be read by searching ministers in the Local Church Profile, and it is boldest and most actionable piece for faithful leadership into the future.

Your conference can provide materials referenced in the Local Church Profile, such as the 11-Year Report containing data as reported by your congregation annually to the UCC Data Hub, and MissionInsite reports containing demographic information on your community. More information on types of pastorate in the United Church of Christ can be found in the Call Agreement Workbook. Be sure to use the Call Agreement Workbook's Scope of Work to describe in this Local Church Profile the position being sought.

When it is time for ministerial search, the conference can counsel you on posting the Local Church Profile together with your public listing at UCC Ministry Opportunities (<http://oppsearch.ucc.org>).

The last page of the Local Church Profile contains a statement that parallels the consent statement signed by ministers in the UCC Ministerial Profile. In keeping with the covenantal relationship between a church and those it seeks to call, this statement

encourages an open, honest exchange of information. On behalf of the United Church of Christ, and on the basis of the best knowledge available to them, your conference staff will validate your completed Local Church Profile when it is ready to be shared in relationship with prospective new leaders.



## 1. POSITION POSTING

- a. LISTING INFORMATION
- b. SCOPE OF WORK
- c. COMPENSATION & SUPPORT
- d. WHO IS GOD CALLING TO MINISTER WITH US?

### 1a. LISTING INFORMATION

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Church name: Plymouth United Church of Christ

Street address: 2717 E Hampshire St, Milwaukee, WI 53211

Supplemental web links: <https://www.plymouth-church.org/>

Our Mission Statement: No matter who you are or where you are on life's journey, you are welcome here to discover meaning in life, grow in relationship with God, and serve neighbors near and far.

Additional ecumenical affiliations (*e.g. denominations, communions, fellowships*):

Conference: Wisconsin

Association: Southeast

UCC Conference or Association Staff Contact Person (Name, Title, Phone, Email):

Rev. Jane B. Anderson, Associate Conference Minister | [janderson@wcucc.org](mailto:janderson@wcucc.org)

Summary Ministry Description:

*In a short paragraph, reflect on where your church is going and what it might look like when you get there. What do you need to get there? Who are you seeking to join you on this part of your church's faith journey?*

Plymouth United Church of Christ, a congregation founded in 1841, seeks an experienced, enterprising, and strategic leader to serve as its next Senior Pastor. The Senior Pastor will be joining a congregation with deep roots, one with a culture of care and concern, yet one hungering for strategic leadership. Plymouth is a diverse community of learners, and we seek a Senior Pastor who helps us reimagine and reshape our community. The Senior Pastor will work with the Church Council and other leaders to ensure a sound financial strategy that has Plymouth's mission at its core and also rewards creativity and innovation while cherishing traditions.

The Senior Pastor will join a dynamic and motivated lay leadership team and play an integral role in helping the congregation deepen its faith, serve neighbors near and far, and include more people in its ministry. This is an opportunity to galvanize a close-knit community that is dedicated to a shared mission. The Senior Pastor will push Plymouth to distinguish itself as a preeminent congregation, leading the way through a changing religious landscape, grounded in its Gospel values.

Photographs:

*Insert 1 – 3 images of your church, its people, its parsonage or building or gathering space, etc.*





What we value about living in our area (2 – 3 sentences):

Milwaukee is the largest city in Wisconsin and is highly diverse, with about 39 percent African-American, and 15 percent Hispanic/Latino citizens. Milwaukee is one of America's great cities, combining a dynamic urban community with a rich cultural heritage. It boasts easy accessibility to parks, rivers, and other outdoor recreation. It is a popular venue for road and mountain biking, hiking, cross country skiing, sailing, windsurfing, and cultural festivals. Milwaukee's Summerfest is the world's largest music festival. The city is recognized for its art and historical museums, fine dining and hotels, professional sports, gardens and parks, and the Milwaukee County Zoological Gardens. Milwaukee also has two opera companies, a nationally renowned ballet and symphony, and several live theatre companies that range from Broadway musicals, Shakespeare, and the classics to smaller, regional productions. *The Guardian* (UK) described the city in contrast to Chicago as "the hip younger sister you secretly want to hang out with." Milwaukee also hosts professional baseball, arena football, indoor soccer, hockey, and basketball teams. It has excellent transportation service. To learn more, see [onmilwaukee.com](http://onmilwaukee.com).

The Plymouth Church family values the diversity in our community. The church itself is nestled into a residential neighborhood that is very close to Lake Michigan and the University of Wisconsin-Milwaukee. Our church members come from near and far to worship with us; those that live in the immediate neighborhood value the large gorgeous park nearby and the varying architecture in the surrounding homes.

Current size of membership: 289 adults

Languages used in ministry (*other than English*):

Position Title: Senior Pastor

Position Duration (*choose one, delete the other options listed*):

Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to related association

Compensation Level (*choose one, delete the other options listed*):

Full Time

Does the total support package meet conference compensation guidelines?

Yes

## 1b. SCOPE OF WORK

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*(add here the Scope of Work developed by your church using the Call Agreement Workbook)*

To achieve Plymouth's ambitious goals, the Senior Pastor will address the following key opportunities and challenges:

- Drive planning in support of Plymouth's goals to continue to be a vibrant and dynamic congregation where members grow in faith and where more people become involved in the work of our church family.
- Inspire the congregation with thoughtful, compelling, and challenging preaching.
- Serve neighbors near and far in the congregation's service work and commitment to social justice.
- Grow and strengthen Plymouth's diverse and inclusive community.
- Carefully steward and collaborate with members and participants to increase resources to support the congregation's mission.
- Align infrastructure, both human and physical, around strategic priorities.
- Serve as a strategic, creative and thoughtful partner with lay leaders and be an advocate for Plymouth's mission in the Milwaukee community and in the United Church of Christ.

Core Competencies:

- Creative
- Innovative
- Nurturing leader

- Ability to delegate
- Inspirational preaching
- Administrative skills, including business savvy and financial acumen
- Experience with and passion for both youth and adult education
- Experience with and passion for youth ministry
- Intellectual curiosity
- Ability to connect with a diverse group of people
- Open minded
- Ability to nimbly manage change



## 1c. COMPENSATION AND SUPPORT

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Salary Basis (*from the Call Agreement Workbook, equal to Cash Salary plus Value of Parsonage/Housing Allowance*): The salary and housing allowance will be within or higher than the Wisconsin Conference guidelines and based on the candidate's experience and skills.

Benefits (*choose one*):

Salary plus Benefits

What is the expected living situation for your next minister (*e.g. parsonage, living nearby with a housing allowance, living elsewhere to commute as needed*)?

Living nearby with a housing allowance.

Comment on the residential/commuting expectations for your next minister.

We hope that the Senior Pastor will choose to live in a community that serves the needs of the minister's family as well as that of the congregation. Ideally, the Senior Pastor will have a commute of less than 30 minutes to the church.

State any incentives (*e.g. school debt reduction or retention bonus after a certain number of years in position*):

The Wisconsin Conference of the United Church of Christ has a seminary debt reduction program; the Senior Pastor may be eligible to participate in that program.

Sabbatical leave of three months granted every five years, subject to approval by the Personnel Committee.

Describe peer and professional supports available for ministers in your association/conference:

Plymouth is committed to providing robust peer and professional support through lay leaders in the congregation, engagement with local mainline Protestant pastors, and our relationships with the Southeast Wisconsin Association and the National United Church of Christ. The congregation's Personnel Committee supports the Senior Pastor's opportunities for professional growth and development. Each year the congregation approves funds that can be used toward training and other professional expenses.

The Senior Pastor will participate in the Wisconsin Conference's Community of Practice Program, a peer professional development group. We also encourage the

Senior Pastor to join a well-respected Interfaith Conference to work on social justice issues in the Milwaukee community.

If applicable, describe how your church will adopt part-time adjustments in the pastoral schedule to support a minister's bi-vocational employment: n/a

## 1d. WHO IS GOD CALLING TO MINISTER WITH US?

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Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

- Celebrate our history and continue to grow as an Open and Affirming, diverse, inclusive, truly welcoming congregation.
- Bring Scripture to life for the world we live in today, continue to work for social justice and partner with organizations who feed hungry people, house homeless people, and love children.
- Continue Plymouth's congregational governance, core of UCC practices.
- Continue Plymouth's tradition of excellence in musical worship and thought-provoking sermons.

Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

An integral part of Plymouth's mission is serving neighbors near and far.

The Board of Outreach and Mission (BOOM) is charged with informing and connecting the congregation with external organizations who have goals and objectives to better society and our overall quality of life. To achieve this goal, BOOM utilizes three focus initiatives:

- The first provides for basic **Human Needs**. The Board has contracted with many wonderful and talented groups in the greater Milwaukee area. We continue successful collaborations with *Friedens Inner City Ministries Pantry*. Christ Church UCC and Plymouth UCC collaborated to secure a \$5,000 grant to sponsor scholarships for the *Arts and Science Literacy Camp*, located at Tippecanoe Presbyterian Church. These are only two of the more than fifteen organizations BOOM is involved with.
- The second supports **Immigration and Refugees** on the local and national level. We help support sanctuary churches and address the needs for support and advocacy for people of many backgrounds entering our country.

- The third is the Board's dedication to promoting **Racial Justice**. We continue our commitment to organizations like *Voces de la Frontera*, *Tables of Saints*, and *MICAH* (Milwaukee Inner-city Congregations Allied for Hope), to name a few. The Board also supports and promotes the Plymouth Justice Network.

### **Plymouth Justice Network (PJN)**

Plymouth Justice Network's 2019 Strategic Objectives included:

- dismantling systemic racism in our communities;
- connecting faith and justice at Plymouth; and
- connecting individuals to faith-based organizing.

In pursuit of these, PJN has engaged in networking, training, and actions involving immigration (New Sanctuary Movement and Immigrant Welcoming Congregation Initiatives), mass incarceration (MICAH/WISDOM), policing, promoting letter writing, and LGBTQ+ advocacy. PJN continues to plan and lead educational opportunities around dismantling white supremacy culture in our city, state, country, and world.

In 2020, we have added an objective on finding ways to weave youth involvement into our work. We also added planning for an environmental justice book study and observance of Earth Day for our congregation.

Specify language requirements or culturally-specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling.

The Senior Pastor should be open to the many expressions of diversity that exist in our contemporary society. In particular, the Senior Pastor must embrace Plymouth's Open and Affirming status and LGBTQ+ openness. While not required, we would welcome a Senior Pastor who is fluent in a second language. The Senior Pastor should have a commitment to racial justice.

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from *The Marks of Faithful & Effective Authorized Ministry* that your next minister will display to further equip the congregation's ministry in these areas.

- *Exhibiting a spiritual foundation and ongoing spiritual practice* - Our minister will display a commitment to lifelong spiritual development; continuing discernment of one's call in the community; pray actively and lead faith formation effectively across generations.
- *Transformational leadership skills* - Working collaboratively with intercultural awareness and sensitivity; encourage leadership development of self and others through continuing education and lifelong learning; strategically creating the future of God's Church; performing necessary and

appropriate administrative tasks; and integrating theological reflection in teaching, preaching, and community leadership.

- *Working together for justice and mercy* - Our minister will draw on the ministry of Jesus Christ to confront injustice and oppression; understand community context and navigate change with a community; build relationships of mutual trust; engage in mission and outreach and practice the radical hospitality of God..
- *Strengthening inter- and intra- personal assets* - Our minister will exhibit strong moral character and personal integrity; understand and minister to stages of human development across the lifespan; respect the dignity of all people and demonstrate excellent communication skills.



## 2. WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling you to become as a congregation?

Aspects of Plymouth that make us proud, define us, and causes to celebrate and continue.

- Continue to Welcome: Celebrate our history and continue to grow as an Open and Affirming, diverse, inclusive, truly welcoming congregation.
- Continue to Serve: Bringing Scripture to life for the world we live in today, continue to work for social justice and partner with organizations who feed hungry people, house homeless people, love the children, etc.
- Continue Plymouth’s congregational governance, core of UCC practices.
- Continue Plymouth’s tradition of excellence in musical worship and thought-provoking sermons.

Places where many think we need to grow, evolve, focus, or improve.

- Better connect with and serve young people and young families, more focus on children’s involvement opportunities.
- Grow Plymouth’s social media presence within and beyond the congregation to create awareness about who we are and who we serve.
- Growing membership is important.
- Establish 5-year and 10-year plans for Plymouth.

Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

*For example, describe two experiments your congregation has initiated or engaged in the past year, what were the results and where do you see your next steps? Has your church had a multi-year strategic plan or vision statement; if so, where do you see that plan/vision taking you?*

Our Mission Statement: No matter who you are or where you are on life's journey, you are welcome here to discover meaning in life, grow in relationship with God, and serve neighbors near and far.

This is an area where we are seeking the leadership of a settled Senior Pastor who will help in discernment and provide guidance about future strategic planning.





### 3. WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. CONGREGATIONAL REFLECTIONS
- b. 11-YEAR REPORT
- c. CONGREGATIONAL DEMOGRAPHICS
- d. PARTICIPATION AND STAFFING
- e. CHURCH FINANCES
- f. HISTORICAL INFORMATION

#### 3a. CONGREGATIONAL REFLECTIONS

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Describe your congregation’s life of faith.

*For example, what beliefs and commitments are stated in your congregation’s purpose statement or membership vows? How is God most often described in worship liturgy? In what ways would you describe the Holy Spirit in your midst?*

We are a people of prayer, turning to God for strength, guidance, challenge, and comfort. We practice a radical welcome, and seek to follow Jesus, to do the work of love, reconciliation, and service, which he calls us to do. We speak to the great questions and challenges of justice and mercy in our personal lives and in our society. We care for the wounded, the hurting, and for those experiencing crisis in their lives.

We seek an informed faith and welcome questions. We acknowledge what we don't know, even as we sincerely affirm the truth we do know. We take the Bible seriously, but not literally. Preaching at Plymouth is informed Bible preaching.

We are a playful people who believe in living joyfully. We love to sing, to create, and to be moved by the Spirit. We enjoy lively worship, dance, and music.

We respect, share, and work with other churches, as well as people of other faiths. Our community is comprised of people from all walks of life, economic conditions, and backgrounds, all ages, and all races and cultures. We warmly welcome gay and lesbian persons, their families and friends.

We love this city and what it represents in vitality and diversity. Members of our church come to Plymouth from throughout the city and surrounding areas to join in our diverse and loving family.

We are lifting up six practices for our congregation to grow into. There is much more to the Christian way of life than these six practices, but we see them as important and central to developing as disciples of Jesus. The goal of these practices is not to get a 4.0;

the purpose is to grow in our faith and the expression of our faith in our lives. How we do that will inevitably change over time. In one season of life we may need to focus on just one practice; in another we may find a dynamic interplay between all of them.

Together we can be on a journey with Jesus, on the way towards a life of rich and faithful meaning.

- Passionate Prayer - naming to God our greatest joys and concerns and attentiveness to God's spirit at work.
- Life-Giving Bible Study - engaging wisdom of the scriptures to better understand God and ourselves.
- Inspirational Worship - opening ourselves within community to the grace, beauty, and wonder of our faith.
- Risk-Taking Friendship - loving one another so honestly and vulnerably that our relationships help us to be more like Christ.
- Transformational Service - changing others' lives changes ours too.
- Extravagant Generosity - trusting in God's abundance radically enough to share beyond what we can imagine.

Describe what worship is like when your congregation gathers.

*For example, where does worship take place, and what is it based around? What was a recent baptism like? What are some words used to describe good preaching?*

Plymouth has a weekly worship service on Sunday mornings at 9:30 am in our beautiful sanctuary, which is approximately 110 years old and was renovated about five years ago. The sanctuary has spectacular Tiffany stained glass windows and is architecturally inspired by our namesake, the settlers of Plymouth Colony who sailed to North America on the Mayflower.

We recently invested a substantial amount in having our pipe organ restored and expanded. Our talented Artist-in-Residence (organist) plays approximately 24 Sundays per year. When he is not there, our longtime Director of Music and Volunteer Coordinator plays on our Steinway piano.

Worship begins with a musical prelude, then the chancel choir opens worship. The congregation sings an opening hymn. As part of opening ourselves to God, we confess our sins and human limitations, ask forgiveness from God, and then listen to God's word. We generally have a lesson from the Old Testament and/or a New Testament letter, a sung psalm, and a reading from the Gospel. During the school year, the chancel choir will sing an anthem.



As part of responding to God's Word, we have a vibrant time for children, which always begins with the prayer, "Holy Spirit, bring us peace," then a message suitable for children. We then sing a hymn that is typically theologically connected to the day's readings. The congregation is used to a thoughtful, inspiring, and challenging sermon. We then pray for members of our congregation and for people and leaders in our nation and world. Once each month we celebrate the sacrament of Holy Communion with gluten-free bread and grape juice.

We conclude with announcements about educational opportunities occurring after and beyond worship. We will typically exchange greetings of peace before singing a closing hymn, followed by a postlude.

We experience joy when we celebrate the sacrament of baptism by welcoming a new member to our faith community. Baptism is part of our Sunday worship service and includes sprinkling with water by the Pastor, as well as involvement by Deacons, and a presentation of a baptismal quilt made by the Plymouth Piece Makers.

Describe the educational program/faith formation vision of your church.

*For example, how are young people in leadership? How do people continue to form their faith over a lifetime? Name a topic studied or curriculum used recently; what was the impact of this study on those who attended?*

Our Plymouth United Church of Christ Congregation is committed to cultivating people's relationship with the Bible through the practice of "life-giving Bible study" – engaging the wisdom of the scriptures to better understand God and ourselves. To that end, we have developed our own curriculum entitled: Storymakers.

The intention of our Storymakers curriculum is to provide children with Christian education experiences in which they are active participants or agents in learning about God and themselves through lives of discovery, prayer, and service. This curriculum strives to nurture these three components through connections to our practices of faith, what we believe, and who we are as the Congregation of Plymouth United Church of Christ.

We believe that each person is on a spiritual journey and that each of us is at a different stage of that journey. This curriculum commits to our learning the great stories of the Bible; ones we want every child, youth, and adult to know, in ways that reflect our approach to spirituality at Plymouth. The Bible is viewed as a testament for understanding God, but not doctrine. We seek an informed faith and welcome questions.

We are a people of prayer, turning to God for strength, guidance, challenge, and comfort. Our Christian education program will nurture the practice of passionate prayer naming to God our greatest joys and concerns and attentiveness to God's spirit at work.

We believe that God calls us to be servants in the service of others. "To believe is to care; to care is to do." Children, youth, and adults through this curriculum will be offered opportunities to practice transformational service - changing others' lives changes ours, too.

Describe how your congregation is organized for ministry and mission.

The Board of Outreach and Mission (BOOM) is charged with informing and connecting the congregation with external organizations who have goals and objectives to better society and our overall quality of life. To achieve this goal, BOOM utilizes three focus initiatives:

- The first provides for basic **Human Needs**. The Board has contracted with many wonderful and talented groups in the greater Milwaukee area. We continue successful collaborations with *Friedens Inner City Ministries Pantry*. Christ Church UCC and Plymouth UCC collaborated to secure a \$5,000 grant to sponsor scholarships for the *Arts and Science Literacy Camp*, located at Tippecanoe Presbyterian Church. These are only two of the more than fifteen organizations BOOM is involved with.
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*For example, how are decisions communicated in your church? How are teams or committees organized? Where does your church struggle for vision?*

- When it comes to decision-making, how many hours are spent in meetings per month?

In general, each of the congregation's boards, including the Council, meet on a monthly basis. These meetings typically range from 60 to 90 minutes in length. The boards are described elsewhere in this document.

- Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished? In general, the moderator or pastor would call a meeting of the church council by phone or in person to develop a course of action. A subset of the council/relevant staff or members discuss tasks that need to be accomplished and decisions that need to be made. The moderator will assign tasks as needed (notification of council and congregation, discussion with outside groups, etc.) and list follow up tasks. Like all congregations, we faced this situation recently with the coronavirus pandemic and the need to move worship online quickly. Many members of the congregation rallied to make this happen.
- Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? [Yes/No]

Yes, available upon request. Our Constitution last underwent major amendments in 2012.

### **3b. 11-YEAR REPORT**

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*(add here the 11-Year Report developed with the help of your conference staff, UCC Data Hub, and MissionInsite)*

Data from 2019 was not available at the time of our profile preparation.

**UNITED CHURCH OF CHRIST**  
**ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS**



Church#: 851890

Assoc: 832      Schedule: 0      Plymouth UCC      Milwaukee      WI      53211

YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED
2008	365	167	90	3	0	24	6	59	-38
2009	369	198	90	0	0	19	6	9	4
2010	366	175	90	0	0	26	29	0	-3
2011	365	168	216	0	0	15	16	0	-1
2012	387	165	175	6	0	25	9	0	22
2013	359	171	80	0	13	0	41	0	-28
2014	355	165	65	6	0	20	4	12	10
2015	328	153	94	0	12	0	5	34	-27
2016	325	139	151	6	16	0	6	19	-3
2017	301	135	201	0	9	0	9	24	-24
2018	308	129	180	13	9	0	6	9	7

YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPP% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS
2008	\$360,019	\$1,600	\$34,370	\$10,982	\$45,352	\$15,985	\$61,337	9.04	\$442,956	\$319,051
2009	\$435,254	\$16,500	\$25,000	\$13,701	\$38,701	\$11,058	\$49,759	5.74	\$501,513	\$356,736
2010	\$353,261	\$19,610	\$25,000	\$7,868	\$32,868	\$21,179	\$54,047	7.08	\$426,918	\$327,373
2011	\$341,717	\$18,111	\$25,000	\$7,998	\$32,998	\$24,709	\$57,707	7.32	\$417,535	\$311,989
2012	\$361,240	\$14,477	\$24,930	\$6,653	\$31,583	\$8,886	\$40,469	6.90	\$416,186	\$277,347
2013	\$351,298	\$863,312	\$25,500	\$7,585	\$33,085	\$17,875	\$50,960	7.26	\$1,265,570	\$656,936
2014	\$361,189	\$245,970	\$25,500	\$42,729	\$68,229	\$25,547	\$93,776	6.69	\$720,935	\$614,204
2015	\$329,297	\$112,578	\$25,500	\$14,563	\$40,063	\$43,099	\$83,162	7.74	\$525,037	\$486,880
2016	\$324,487	\$62,304	\$25,500	\$9,925	\$35,425	\$65,271	\$100,696	7.86	\$487,487	\$519,718
2017	\$391,737	\$22,877	\$25,500	\$10,966	\$36,466	\$73,757	\$110,223	6.51	\$501,960	\$394,312
2018	\$415,719	\$59,352	\$25,500	\$11,947	\$37,447	\$91,391	\$128,838	6.13	\$544,557	\$439,307

% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE
2013-2018	-14.21	-24.56	125.00	69.23	-63.41	18.34	13.18	-56.97
2008-2018	-15.62	-22.75	100.00	-18.52	-76.92	9.39	-17.43	22.94

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

### 3c. CONGREGATIONAL DEMOGRAPHICS

Describe those who participate in your church.

		<i>Is this number an estimate? (check if yes)</i>
Number of active members:	370	(adult members=289, children of members=81)
Number of active non-members:	27	(regular attendees)
Total of church participants (sum of the numbers above):	397	(members, children of members, regular attendees)

Percentage of total participants who have been in the church:

	<i>Is this number an estimate? (check if yes)</i>
--	---

More than 10 years:	57%	
Less than 10, more than 5 years:	18%	
Less than 5 years:	25%	

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Are these numbers an estimate? (check if yes)</i>
44	37	16	17	31	43	65	56	37	(no info for 24 participants)

Percentage of adults in various household types:

		<i>Is this number an estimate? (check if yes)</i>
Single adults under 35:	<1%	
Households with minors:	28%	
Single adults age 35-65:	9%	
Joint households with no minors:	53%	
Single adults over 65:	10%	

Education level of adult participants by percentage:

(no data collected)		<i>Is this number an estimate? (check if yes)</i>
High school:	10%	yes
College:	50%	yes
Graduate School:	30%	yes
Specialty Training:	10%	yes
Other (please specify):		

Percentage of adults in various employment types:

(no data collected)		<i>Is this number an estimate? (check if yes)</i>

Adults who are employed:	57%	yes
Adults who are retired:	38%	yes
Adults who are not fully employed:	5%	yes

Describe the range of occupations of working adults in the congregation:

Clerical, management, education, business, social services, health care, legal, consulting, skilled trades, arts & entertainment, and service workers.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. What does diversity mean in your context?

Plymouth celebrates diversity in its many forms:

LGBTQ+

People of color

Gender identity and expression

That said, the majority of our members are Caucasian.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future (perhaps using, for example, the Welcoming Diversity Inventory)? Please note the date. Comment after the exercise:

We do plan to complete the Welcoming Diversity Inventory in the future.

Recent efforts to address systemic oppression have included:

- Just Peace Church
- Open and Affirming Congregation
- Active participant of MICAH
- Active participant in the Interfaith Conference
- UCC White Privilege Study (2018)
- Membership in Showing Up for Racial Justice - Faith (2018)
- Studies of White Fragility by Dr. Robin DiAngelo, Color of Law by Richard Rothstein and Color of Wealth by Lui, Robles, Leondar Wright, Brewer, and Adamson (2017-2019)
- New Sanctuary Movement Congregation (Spring 2018)
- Immigrant Welcoming Congregation (Spring 2018)
- Repudiating the Doctrine of Discovery (Fall 2019)
- Land Acknowledgement (Fall 2019)

### 3d. PARTICIPATION AND STAFFING

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Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? ( <i>list any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i> )
Adult Groups or Classes	25	BOOM
Baptisms ( <i>number last year</i> )	5	Deacons, Pastors
Children's Groups or Classes	6	Christian Education (CE)
Christmas Eve and Easter Worship	125,125,50,150	Christmas Eve children's pageant and Easter sunrise service are the same every year. Christmas Eve vigil and Easter worship service are planned by the pastor, director of music, artist-in-residence (organist).
Church-wide Meals	quarterly	Deacons
Choirs and Music Groups	3 groups with 45-50 participants	Director of Music oversees. Chancel Choir, Handbell Choir, and Plymouth Chorale
Church-based Bible Study	n/a	Sarah's Circle, Men's group, did more in the past, growth area
Communion ( <i>served how often?</i> )	monthly	Deacons
Community Meals		BOOM
Confirmation ( <i>number confirmed last year</i> )		CE, Pastors
Drama or Dance Program	n/a	
Funerals ( <i>number last year</i> )		Deacons, Pastors

Intergenerational Groups	n/a	
Outdoor Worship	n/a	In the past we had an outdoor sunrise service on Easter.
Prayer or Meditation Groups	n/a	
Public Advocacy Work		BOOM
Retreats	n/a	
Theology or Bible Programs in the Community	n/a	
Weddings ( <i>number last year</i> )		Deacons, Pastors, Office Administrator
Worship (time slot: 9:30 am)		Deacons, Pastors, Director of music
Young Adult Groups or Classes	n/a	CE, Pastors
Youth Groups or Classes		CE, Pastors
Other		

Additional comments:

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e. serving in a congregation) or Four-Way Covenants (i.e. serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or No)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Curt Anderson			Adult Ed	yes
Mike Robertson			Adult Ed	yes
Leanne Rose		Interim Pastor at another church		no
Emmy Robertson				yes



Stephen Welch			Interim Pastor	
Tim Kehl			Green Team	yes
Bill Frank				yes
Dan Jonas				yes
Muriel Otto	yes, Four-way Covenant	Pastor of a Lutheran Church		no

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation:

The retired ministers are involved in the life of the congregation, respecting the roles of ordained and lay leaders.

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staff person serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Director of Music / Volunteer Coordinator		Full time (30 hours per week)	Pastor	25 years
Office Administrator		Part time	Pastor	6 years
Church school coordinator		Part time	Pastor	
Artist-in-Residence / Organist		Part time	Director of Music	5 years
Custodian		Part time	Technically it is the Pastor, but day-to-day it's the Office Admin	

3 nursery workers		Part time, rotating		
coffee hour host		Part time		
facilities/handyman		Part time		

## REFLECTION

Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Our staff is unique, and communication can easily fall through the cracks, particularly without a permanent Senior Pastor.

## 3e. CHURCH FINANCES

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Current annual income (dollars used during most recent fiscal year)

Source	Amount
Annual Offerings and Pledged Giving	\$304,091.18
Endowment Proceeds ( <i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i> )	\$47,418.00
Endowment Draw ( <i>beyond what is permitted by spending policy, "drawing down the principal"</i> )	\$0.00
Fundraising Events	\$
Gifts Designated for a Specific Purpose	\$
Grants	\$
Rentals of Church Building	\$92,755
Rentals of Church Parsonage	\$0.00
Support from Related Organizations ( <i>e.g. Women's Group</i> )	\$
Transfers from Special Accounts	\$0.00
Other (specify):	\$

Other (specify):	\$
<b>TOTAL</b>	<b>\$444,264</b>

Current annual expenses (dollars budgeted for most recent fiscal year): \$409,524  
*Attach most recent church budget, spending plan, operating statement, or annual treasurer's report as shared publicly with the congregation, or – if your church does not pass an annual budget –*

## 2020 Budget

<b>Income</b>	<b>2020 Budget</b>	<b>2019 Actual</b>	<b>2019 Budget</b>
<b>Pledge and Plate Contributions</b>	<b>\$274,000.00</b>	<b>\$304,091.18</b>	<b>\$305,810.00</b>
Managed Building Use			
Gym	\$15,000.00	\$14,568.00	\$16,000.00
Milestones	\$53,100.00	\$53,100.00	\$53,100.00
Shir Hadash	\$10,300.00	\$9,448.00	\$10,300.00
UWM Rent	\$13,000.00	\$11,008.25	\$15,000.00
Other Building Use	\$6,000.00	\$4,631.00	\$6,000.00
<b>Subtotal Building Use</b>	<b>\$97,400.00</b>	<b>\$92,755.25</b>	<b>\$100,400.00</b>
<b>REACH Campaign</b>			<b>\$400.00</b>
<b>Misc Income</b>			
<b>Reserve Draw</b>	<b>\$58,188.00</b>	<b>\$47,418.00</b>	<b>\$47,418.00</b>
<b>Total Income</b>	<b>\$429,588.00</b>	<b>\$448,215.25</b>	<b>\$451,528.00</b>
<b>Expenses</b>			
Program Expenses			
Christian Education	\$2,500.00	\$2,302.04	\$4,000.00
Deacons	\$5,000.00	\$5,117.49	\$5,000.00
BOOM Partner Organizations	\$3,950.00	\$3,396.27	\$3,950.00
Quilters	\$150.00	\$74.97	\$150.00

Metropolitan Mission Funds	\$3,427.00	\$773.21	\$2,633.00
World Mission Funds	\$1,937.00	\$800.00	\$1,490.00
Mission Board - Other	\$3,250.00	\$2,550.38	\$3,750.00
New Initiatives	\$4,000.00	\$3,976.88	\$5,027.00
<b>Total Program Expenses</b>	<b>\$24,214.00</b>	<b>\$18,991.24</b>	<b>\$26,000.00</b>
Wider UCC Support			
OCWM	\$22,500.00	\$25,000.00	\$25,500.00
SE Assoc. Dues	\$1,985.00	\$1,505.00	\$1,476.00
<b>Expenses, Continued</b>	<b>2020 Budget</b>	<b>2019 Actual</b>	<b>2019 Budget</b>
Conference Health	\$4,750.00	\$3,442.68	\$4,590.25
<b>Total Wider UCC Support</b>	<b>\$29,235.00</b>	<b>\$29,947.68</b>	<b>\$31,566.25</b>
Pastor Salary			
Salary & Housing	\$66,204.00	\$66,567.94	\$71,991.34
Annuity/Disability	\$9,532.50	\$5,576.64	\$11,605.00
Health/Dental	\$14,976.80	\$8,810.16	\$7,558.80
Professional Expenses	\$2,700.00	\$846.13	\$2,700.00
<b>Total Pastor Salary &amp; Benefits</b>	<b>\$93,413.00</b>	<b>\$81,800.87</b>	<b>\$93,855.14</b>
<b>All Other Staff Wages &amp; Benefits</b>	<b>\$107,843.10</b>	<b>\$114,396.62</b>	<b>\$107,897.00</b>
Operations			
Office Supplies & Equipment	\$13,500.00	\$17,355.37	\$13,500.00
Accounting Services	\$4,200.00	\$4,200.00	\$4,200.00
Bank Charges & Fees	\$1,500.00	\$1,433.84	\$1,500.00
Contract Services	\$13,500.00	\$11,609.82	\$12,000.00
Insurance	\$21,000.00	\$17,428.38	\$24,000.00
Municipal Charges	\$1,400.00	\$1,453.98	\$1,200.00
Building Repairs	\$55,999.00	\$112,403.91	\$99,025.66
Utilities	\$31,280.00	\$32,441.83	\$37,180.00
<b>Total Building Operations</b>	<b>\$142,379.00</b>	<b>\$198,327.13</b>	<b>\$197,045.66</b>

<b>Interest</b>	\$10,400.00	\$10,215.00	\$18,000.00
<b>Total Expense</b>	<b>\$409,524.00</b>	<b>\$453,678.54</b>	<b>\$ 472,424.05</b>
<b>Net</b>	\$20,063.70	-5,463.29	-18,396.05

<b>Principal (Organ)</b>	\$5,364.00	\$24,008.33	\$7,779.61
<b>Principal (Boiler and REACH)</b>	\$14,700.00	\$19,001.68	\$ 12,000.00
<b>After Payments</b>	<b>-\$0.30</b>	<b>-\$48,473.30</b>	<b>-\$ 38,175.66</b>

Considering total budgeted expenses for the year, compare total ministerial support. What is the percentage? 22%

Has the church ever failed to pay its financial obligations to a minister of the church? no

Is your church 5-for-5, i.e. does it include each of the following contributions during the church year? (*indicate those included during the most recent fiscal year*)

- Our Church's Wider Mission (OCWM – Basic Support)
- One Great Hour of Sharing
- Strengthen the Church
- Neighbors in Need
- Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (*recommended 10%*) 8 to 10% of operating budget

What is the church's current indebtedness? Total amount of loan debt: \$20,064  
Reason for debt: boiler replacement, organ repair and building renovation  
Are capital and other payments current? yes

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2010-2016	Major remodel	\$1.6 mil	\$1.5 mil.	Strong Community building, improved accessibility, including addition of an elevator
		\$	\$	

If a capital campaign is underway or anticipated, describe:

Year(s)	Purpose	Goal	Result	Impact
N/A	None planned	\$	\$	
		\$	\$	

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign

Plymouth Church's Capital Campaign (2010-2016) was designed to do several things. Our building was constructed in 1914. Rehabilitation, ADA compliant access, and elevator were much needed. Plymouth was and is a thriving part of the Milwaukee religious, social community, going back to the Civil War with our cause for restorative justice. The church has increased its visibility in many ways with our renovation. Our mission work fosters participation in the community, because Plymouth Church people are out there and in our neighborhood. The community sees the investment we have made in Milwaukee.

We have always felt ourselves to be friends and neighbors, meeting every Sunday for renewing our faith and love for one another with a large gathering for coffee hour after service. To this end, the incorporation of a large fellowship hall on the lower level was created.

We enjoy a significant outreach in the community. This space allows us to have a wide variety of community functions, both religious and secular.

- Congregation Shir Hadash, a Reconstructionist Jewish congregation, is a tenant in our building. We enjoy interactions and shared service & educational experiences with them.
- Milestones rents a significant portion of the building for daycare services.
- The Coffee House, an acoustic music venue in Milwaukee for 52 years, has about 30 performances a year in our Reception Hall, raising money for various social concerns.
- Professional, amateur, and university musicians perform dozens of concerts annually in our Sanctuary.
- UWM rents numerous rooms as auxiliary classroom space.
- Several weekly Narcotics Anonymous groups meet in a variety of rooms at Plymouth.

- The gymnasium is rented by several sports groups, a fencing club, and occasional parties.

Does your church have an endowment? Yes

What is the market value of the assets? \$1,004,429.81

Are funds drawn as needed, regularly, or under certain circumstances? A regular draw.

What is the percentage rate of draw (last year, compared to 5 years ago)? 5 percent. Same level.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years: No endowment funds have been used for operating expenses.

At the current rate of draw, how long might the endowment last? Indefinite.

Please comment on the above calculations or estimates: Our endowment has been stable,  
or with moderate growth due to market fluctuations.

Other Assets

Reserves (savings): \$0.00

Investments (other than endowment): \$

Does your church have a parsonage? no

Fair market rental value of the parsonage:

How is the parsonage used?

Street / City / State / Zip:

Finished square footage:

Number of Bedrooms, Number of Bathrooms:

Assessed real estate value:

Available for minister residence: Y/N

Expected minister residence: Y/N

Condition of structure, systems and appliances

Entity in the church responsible for review and needed repairs

Describe all buildings owned by the church: We own our building located at 2717 East Hampshire Avenue on Milwaukee's upper east side. The building is approximately 110 years old and includes a beautiful sanctuary, recently renovated and accessible gathering spaces, meeting rooms, offices, a dining room and performance space, kitchen, and gymnasium.

Describe non-owned buildings or space used or rented by the church: n/a

Which spaces are accessible to wheelchairs? (*worship space, pulpit, fellowship space, facilities, etc.*) Sanctuary, reception hall, meeting rooms, Sunday school classrooms, choir room, Douglas Commons, AV closet, kitchen, restrooms, gym, elevator, and boiler room.

Areas which are not: the chancel area, the pulpit, balcony at rear of sanctuary, Deacons' closet, room with the air compressor for the boiler system, laundry room, basement storage areas, building supplies/work room, and two of the three floors of the attached daycare building.

In 2019, we dedicated a new front entrance that includes full accessibility to the sanctuary.

Reflection: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

*For example, when was a time the church made a major budget change? How is the budgeting process done? What new ministry initiative has your church financed?*

On an ongoing basis, the Board of Stewards monitors the congregation's budget and spending as well as the performance of our reserve investments. Each year, the Stewards lead the annual pledge campaign and then forms a Budget Committee. The budget developed by the Budget Committee goes to the Council and then to the congregation for approval at the annual meeting.

Over the past 14 years, Plymouth has had, and maintained, a balanced budget. In addition, we were able to undertake a substantial renovation of our facility as well as a renovation and expansion of our organ. While we are committed to a balanced operating budget, we are presently experiencing financial strain for two primary reasons: (1) 2020 is low pledge year because of the loss of our



longtime Senior Pastor and (2) the ongoing Coronavirus crisis facing our world.

### 3f. HISTORICAL INFORMATION

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Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

The development and implementation of our Capital Campaign saw the church grow in interpersonal relationships. Describe a specific change your church has managed in the recent past.

180 years of history - One of Milwaukee's oldest faith communities.

1914 Gym donated to help youth in community.

1959 What had been a Congregational church joined the United Church of Christ.

1991 Open and Affirming.

Every church has conflict, some minor, some larger. "Where two or three are gathered, there will be disagreement...." Describe your congregation's values and practices when it comes to conflict.

*For example, what is an example of a recent conflict and something your congregation learned from it? Describe an occasion when your church experienced conflict without being able to resolve it well. Does your church have policies, protocols or structures for dealing with conflict?)*

Like any group comprised of human beings, Plymouth experiences disagreement and conflict. Our Constitution provides specific requirements for important issues that could generate conflict.

From the Constitution: Special Quorum and Voting Requirements. For each of the following actions twenty-five percent (25%) of the covenant members of the church entitled to vote must be present at a congregational meeting to constitute a quorum, and the affirmative vote of no fewer than 66% of the covenant members present shall be required for approval of such action: (a) amendment of this Constitution; (b) vacating any office; (c) any sale, lease, mortgage, pledge, or other alienation of all, or substantially all, of the property and assets of Plymouth Church of Milwaukee, Wisconsin (known as

Plymouth Church United Church of Christ); (d) extending a call to a minister; and (e) dismissal of a called minister.

In our most recent capital campaign and renovation to improve accessibility, there were a small number of members who did not believe that we should undertake a capital campaign. While we worked hard to explain the need to renovate our 100+ year-old building, including the justice issues connected with making the building accessible, some members chose to leave the congregation rather than participate in the capital campaign. We communicated with the congregation and with these members specifically, to let them know of their value.

In recent years, we also had a request from a charter school to rent portions of our building. The Council investigated this issue and, after analysis, held a congregation meeting to discuss. Some members supported helping the low-income students at this charter school. Others believed that renting space to the charter school was not supportive of public schools. After a vote, the congregation declined to host the charter school in our building.

**Ministerial History** (*include all previous ministerial staff for the past 30 years*)

Staff member's name	Years of service	UCC Standing (Y/N)
Andrew Warner (Assoc, then Head Pastor)	1997-2019	yes
Bridget Flad (Associate Pastor)	2006-2015	yes
Mary Ann Neevel (Assoc, then Head Pastor)	1975-2005	yes (deceased)
Teresa Howell-Smith (interim Associate)	2005-2006	yes
Charles Valenti-Hein (Associate Pastor)	1988-1996	yes

Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Has any past leader left under pressure or by involuntary termination?

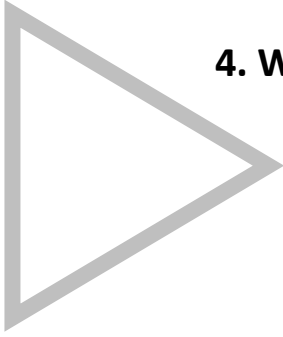
Y/N/Ask us No

Has your church been involved in a Situational Support Consultation?

Y/N/Ask us No

Has a past pastor been the subject of a Fitness Review while at your church?

Y/N/Ask us No



## 4. WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

- a. COMMUNITY VISION
- b. MISSION InSite

### 4a. COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

*For example, which service activities has your church participated in this past year? Where has the church participated in global connections of care and justice? What is currently transformational in your church’s engagement with neighbors near or far?*

Jesus’ teachings and instruction to create the Kingdom of God ground our work in service to our neighbors near and far. Plymouth has long-standing connections with a variety of social service agencies in our Milwaukee community, including Friedens Food Pantries, St. Ben’s meal program, and Pathfinders. We look to strengthen and grow these activities with guidance from a Senior Pastor.

Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

Plymouth actively supports and participates in the life of the larger UCC. The UCC’s national meeting was in Milwaukee in the summer of 2019, and we were an important part of the host committee. Plymouth is an active participant in the wider UCC, nationally and in Wisconsin; members from Plymouth attend both the annual association and conference meetings. We give money to all of the annual appeals, including Our Church’s Wider Mission. Lastly, we have typically supported seminary students/interns/pre-ordained students, the most recent had her ordination at our church.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more

information as desired at [ucc.org](http://ucc.org).) Check any statements below that apply to your UCC faith community.

- |  |  |
|--|--|
| <input type="checkbox"/> Accessible to All (ADA)           | <input checked="" type="checkbox"/> Just Peace                 |
| <input type="checkbox"/> Creation Justice                  | <input type="checkbox"/> Global Mission Church                 |
| <input type="checkbox"/> Economic Justice                  | <input checked="" type="checkbox"/> Open and Affirming (ONA)   |
| <input type="checkbox"/> Faithful and Welcoming            | <input type="checkbox"/> WISE Congregation for Mental Health   |
| <input type="checkbox"/> God Is Still Speaking (GISS)      | <input type="checkbox"/> Other UCC designations:               |
| <input type="checkbox"/> Border and Immigrant Justice      | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None                                  |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We are not familiar with all of these designations and would invite a new Senior Pastor to help us discern which we may want to seek going forward.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

Shir Hadash, a Reconstructionist Jewish congregation, rents space in our building and holds worship, social, and educational activities on site. We have worshiped together, typically once or twice a year. Plymouth also participates in Milwaukee Inner-City Congregations Allied for Hope (MICAHA), an interfaith group focused on helping the neediest in our community.

Plymouth hosted and created three original interfaith conferences/revivals which we did in partnership with the national setting of the UCC, Eden Seminary, and numerous interfaith and "other faith" organizations, with a goal of inspiration, education, and action in each of the three revival themes: Justice, Peace, and Hope.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our Mission Statement: No matter who you are or where you are on life's journey, you are welcome here to discover meaning in life, grow in relationship with God, and serve neighbors near and far.

In reflecting on our mission statement, this accurately reflects the work and practices of Plymouth.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

Given the job responsibilities and connection of Plymouth to both wider church and our community, we want the Senior Pastor to be intentional yet selective in participation. This will be negotiated in covenant with the congregation's lay leaders, particularly the Council and Personnel Committee. We encourage the Senior Pastor to work with the conference, association, and national settings of the UCC as well as ministry for non-Plymouth entities like Interfaith Conference, MICAH, etc.

#### 4b. MISSION InSite

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Comment on your congregation's MissionInsite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

Plymouth Church is located in the North Shore, Upper East Side of Milwaukee. We have members living in approximately 13 area codes in and around the city. Plymouth's greater church family comes from all over the city of Milwaukee. We acknowledge that the demographics of our near neighborhood are not reflective of the diversity of the church's membership.

The households in our immediate neighborhoods are predominantly two parent and empty nesters. Employment is approximately 75% white collar with bachelor and graduate professional degrees. Millennials will continue to be the predominant group for the next 10 years.

Approximately half the population is interested in Christian education and spirituality for their children, with slightly less interest in a traditional worship service.

Over the next 10 to 15 years the community will continue to have a stable demographic of a two-parent family with children.

Plymouth's 'neighborhood' will continue to be families and individuals with the opportunity to attract them with our message of inclusiveness and service. We have much to offer individuals and families with our outstanding Christian education opportunities for children and adults, inspirational Sunday services, an exceptional music program and adult education opportunities

Our 'Open and Affirming' declaration has been of great value in projecting Plymouth's inclusiveness in the community and social activism in attracting members at every stage of life, both families and individuals.

Milwaukee is a vibrant and diverse community and Plymouth's family reflects that.

How do your congregation's internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

Plymouth's demographics generally reflect the demographics of the Upper East Side of Milwaukee and the adjoining suburb of Shorewood. The primary exception would be that we are located a block from the University of Wisconsin-Milwaukee (UWM) and have no known members who are UWM students. We do have members who are faculty or staff at UWM. We hope that a Senior Pastor can deepen engagement with UWM.

How are the demographics of the community currently shaping ministry, or not?

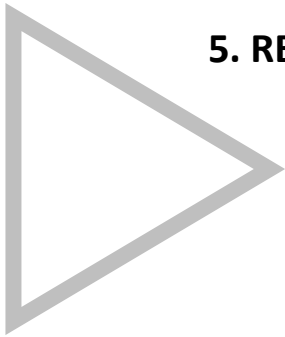
The demographics of our community shape our ministry through mission work with Pathfinders (a shelter for youth in crisis), St. Benedict the Moor meal program, support for Friedens Pantry, and many other organizations in our community.

What do you hear when you talk to community leaders and ask them what your church is known for?

Plymouth has been recognized by Rep. Gwen Moore, our member of Congress, Milwaukee County Executive Chris Abele, and by Milwaukee Mayor Tom Barrett for its commitment to social justice in a variety of ways. This recognition has been for Plymouth's support for marriage equality as well as for our active engagement with Pathfinders, a social service agency supporting youth in crisis.

What do new people in the church say when asked what got them involved?

In general, new members of our congregation are pleased to say yes to invitations to participate more fully in the life of our faith community.



## 5. REFERENCES

Name up to three people who have agreed to serve as phone and written references. Advise the three references: “The contact information you provide may be shared publicly. Please use contact information that you feel comfortable giving to candidates so they can reach you with their questions.”

Make sure they are not members of your church but are persons who know your church well enough to be helpful to candidates seeking more information. Request a letter from each reference in answer to the four prompts below. Attach the letters (up to three) as desired.

### REFERENCE 1

Name / Position / Setting  
(Telephone / Email / Relationship to the Congregation)  
Timothy R. Baack  
President and CEO, Pathfinders  
414-964-2565

His letter appears at end of this document.

### REFERENCE 2

Name / Position / Setting  
(Telephone / Email / Relationship to the Congregation)  
Hon. Gwen Moore  
Member of Congress, Wisconsin 4<sup>th</sup> Congressional District  
414-297-1140

Her letter appears at the end of this document.

### REFERENCE 3

Name / Position / Setting  
(Telephone / Email / Relationship to the Congregation)



Rabbi Michal Woll  
Congregation Shir Hadash  
414-297-9159

Her letter appears at the end of this document.

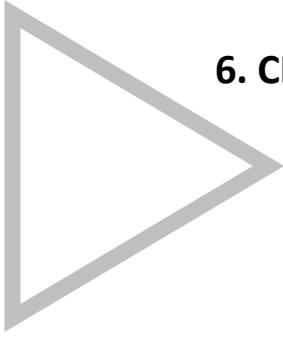
#### PROMPTS FOR REFERENCES

Describe some areas of strength in this church's ministry.

Describe some areas for improvement in this church's ministry.

Describe a significant experience you have had of this church's ministry.

Anything else you wish to share.



## 6. CLOSING THOUGHTS

- a. CLOSING PRAYER
- b. STATEMENT OF CONSENT
- c. CONFERENCE/ASSOCIATION VALIDATION

### 6a. CLOSING PRAYER

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*Include here any prayer or dream for the minister you imagine journeying toward you... a poem, for example, or a Scripture passage or a piece of music that is meaningful to your Search Committee:*

We, the members of Plymouth Church in Milwaukee, pray that God will continue to bless our congregation. We pray that that Holy Spirit will help guide qualified ministers to apply to become our Senior Pastor. We have faith that the Holy Spirit will guide the applicants and us in a process of discernment to bring us our next leader. We ask this through Jesus, the greatest teacher. Amen.

## 6b. STATEMENT OF CONSENT

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The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

1. Which individuals and groups in the church contributed to the contents of this Local Church Profile? (*for example, church council or consistory, transition team, etc.*)

Members of the Plymouth Pastoral Search Committee:

Search Committee

Sachin Chheda, Chaplain

Steve Frieder, Chair

Sienna Hackbarth

Wayne Hoppe

Sherri Manning

Charlie Marsh

Cate Phillips, Secretary

Stacy Syrcle

Karen Tidwall

Heather Ulsvik-Loomins, Church Moderator

Amanda Davis, Church Vice Moderator

And other members of the Church Council.

Donna Kummer, Director of Music and Volunteer Coordinator

And other members of the congregation who have specific knowledge and expertise.

2. Additional comments for interpreting the profile:

Signed:

Name / Title / Date:

## 6c. VALIDATION BY CONFERENCE/ASSOCIATION

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The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature: *Rev. Jane B. Anderson*

Name / Title: Associate Conference

Email: [janderson@wcucc.org](mailto:janderson@wcucc.org)

Phone: 608-846-7880

Date: 4/24/20

**UNITED CHURCH  
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*"Jesus answered them, 'Have faith in God!'" – Mark 11:22*



This document is created through support to Our Church’s Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

*“Jesus answered them, ‘Have faith in God!’” – Mark 11:22*



HOUSE OF REPRESENTATIVES  
WASHINGTON, D. C. 20515

GWEN S. MOORE  
FOURTH DISTRICT  
WISCONSIN

April 23, 2020

To Whom It May Concern:

It is a pleasure to write this letter on behalf of Plymouth, United Church of Christ (UCC), in Milwaukee. I have had the privilege of representing Wisconsin's Fourth Congressional District since 2005 and Plymouth Church adds much to the district and to the wellbeing of our Milwaukee community.

Over the years, I have had the pleasure of getting to know members of Plymouth UCC and the active ways they live out their faith, especially working for social and racial justice. I have enjoyed the chance to preach for their Sunday morning service a number of times, and was struck by the warm welcome, inspirational worship, and thoughtful questions of the congregation. In 2018 they invited me to preach on the occasion of the 150<sup>th</sup> anniversary of the 14<sup>th</sup> Amendment—the equality amendment.

I enthusiastically supported the multi-year interfaith conference series Plymouth created: *Reviving Justice*, *Reviving Peace* and *Reviving Hope*. These were days focused on “Inspiration, Education and Action for Change,” which brought together a beautiful diversity of people from many faiths, races, ages and backgrounds across Southeastern Wisconsin.

And in 2011, it was my pleasure to be the featured speaker at Plymouth's Open & Affirming 20<sup>th</sup> Anniversary dinner, an event celebrating their long commitment to welcoming the LGBTQ community. There is no question that Plymouth Church was at the forefront of the marriage equality movement in Wisconsin, working for years to make possible the 2015 decision guaranteeing civil marriage equality.

Members of Plymouth take seriously Chapter 25 of the Gospel of Matthew, providing essential human and financial support for the Pathfinders Youth Agency, the St. Benedict Meal Program, Friedens food pantries and many other agencies that help the most vulnerable – feeding the hungry and sheltering those cast-out. Our Milwaukee community is enriched by Plymouth's mission of love, service and extravagant welcome.

There are, of course, continued challenges facing Milwaukee and our larger society. That is why it is vital that Plymouth Church find a talented and inspirational leader to help continue the work that the congregation has done since 1841.

Sincerely,

*Gwen Moore*

Gwen Moore  
Member of the United States Congress  
GM/SE

Letter of recommendation for Plymouth Church UCC, MKE  
Rabbi Michal Woll

As rabbi of Congregation Shir Hadash, a small Reconstructionist-affiliated Jewish community that meets in the Plymouth UCC building, I am delighted to offer this letter of recommendation and to receive queries from candidates on my cell phone: 414 294 9199.

1. Describe some areas of strength in this church's ministry.

We often say that a building does not create a community. But, in this case, the Plymouth building is the center of a broad, diverse, center of activity, and this is a reflection of the church community itself. The only other religious community meeting in the building, we share a foundation of spiritual engagement with progressive interpretations of our traditions. We also share a focus on justice that extends well beyond our own communities.

While teaching in the building during the week, I often need to skirt the chapel due to a college yoga class. During Shabbat services we occasionally stop to let the roar from the nearby game of basketball echo. In the kitchen, we work side by side with staff from the day care that populated half of the building. We navigate space during the week to accommodate the numerous 12-step meetings that often share our primary space. With Plymouth staff at the center of all this activity, our interactions always feel collaborative, and it is wonderful to know that all of us look at the big picture to create the most good for everyone. And over the few years we have held our High Holy Day services in the gym, we have been blessed to see how our needs have been honored, as even the toddlers find a new place to nap for us.

This openness is reflected in the church community and their commitment to justice and equality within and beyond the building or organization. Like my own Jewish congregation, folks seek out their unique, and perhaps edgy, approach to the life of spirit.

2. Describe some areas for improvement in this church's ministry.

I am well aware that Plymouth would love to attract a broader diversity among their parishioners, but this is an issue that goes far beyond this church. I arrived well into the former pastor's 20 year tenure, and suspect that the search process, and the leadership of their delightful interim pastor, has helped the community identify areas where they may be ready to grow or adjust their community identity and trajectory.

3. Describe a significant experience you have had of this church's ministry.

I have two beautiful interfaith experiences at Plymouth in the past two years. The first was after the shooting at the Tree of Life synagogue in Pittsburgh. I invited Pastor Andrew and a Muslim scholar we both knew to share reflection on the Torah stories of Genesis. An open invitation went out to the community to join us for Shabbat and we had a room filled full of engaged, participative, supportive souls.



This winter, the interim pastor, the rabbi emeritus, and I collaborated on a 4 part program on *Judaism in the Time of Jesus*. Sadly, we only managed to host one session prior to the shutting down of the building due to COVID-19, but the one we did hold was delightful, with a lovely mix of members of both communities learning and conversing about ancient history that we all shared.

4. Anything else you wish to share.

I would be delighted to foster a relationship with the new pastor, for collaboration as well as mutual personal and professional support.



4200 North Holton Street, Suite 400  
Milwaukee, WI 53212  
Phone (414) 964-2565  
Fax (414) 964-0102  
TDD (414) 964-4633  
[www.pathfindersmke.org](http://www.pathfindersmke.org)

**Board of Directors**

William Olivier  
*Community Volunteer  
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Dakota Hall  
*Leaders Igniting Transformation*

Mary Hinderliter  
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Carla Nealy  
*Perspectives Counseling and Clinical  
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Laura Gramling Perez  
*Milwaukee County Circuit Court*

Charles Roedel  
*Town Bank/Wintrust*

Christine Stelzer  
*Alternatives in Psychological Consultation*

Maddy Tarbox  
*VJS Construction Services, Inc.*

**President & CEO**  
Timothy R. Baack MS, LPC

April 8, 2020

To Whom It May Concern:

On behalf of our entire organization, I am happy to provide this testimonial with regard to Plymouth Church and their long-standing partnership and support of Pathfinders, the youth and families we serve, and the Milwaukee community as a whole. We owe a profound debt of gratitude to Plymouth as they joined in partnership with others in our community to create Pathfinders 50 years ago this year. They have remained in close partnership and have provided critical support to us throughout these five decades and continue to be one of our strongest allies and collaborators.

With their focus on social justice and embrace of diverse individuals and communities, Plymouth is a leader in Milwaukee whose members regular engage with our staff and the youth and families we serve in meaningful ways that demonstrate their compassion and respect. In addition to providing important financial support to our mission each year, Plymouth hosts numerous youth-centered events for us, including our annual Christmas holiday dinner. Pathfinders serves some of the most vulnerable youth and young adults in our community, youth who experience complex trauma, poverty, discrimination, marginalization, and disproportionate rates of abuse, homelessness and housing instability, and exploitation and trafficking. Yet despite these many challenges, our youth are welcomed and embraced by Plymouth Church and its kind-hearted members throughout the year as if they were one family.

Plymouth Church leaders have engaged the Milwaukee community around some of our most pressing challenges. They have helped us host various panel discussions and educational events that have helped improve people's understanding of youth homelessness, sex trafficking and exploitation, and the particular vulnerabilities faced by LGBTQ+ young people. Up until this past June, their former Pastor Andrew Warner served as the Chair of our Pathfinders Board of Directors and fulfilled a total of nine years of Board service. During his tenure, he helped develop relationships and support between Pathfinders staff and Plymouth members that continue to this day.

Plymouth UCC continues as one of our community's best examples of faith in action and social justice in practice. We look forward to our continued partnership with Plymouth in the years ahead and eagerly anticipate meeting their new lead Pastor in the hopefully near future. If I can provide any additional information or perspective, please do not hesitate to contact me directly,

Most sincerely,

Timothy R. Baack MS, LPC  
President and CEO

